Liverpool John Moores University

Title: INTERNATIONAL HRM AND HRD
Status: Definitive
Code: **5004BUSHR**   (117312)
Version Start Date: 01-08-2018

Owning School/Faculty: Academic Portfolio
Teaching School/Faculty: Academic Portfolio

Team	Leader
Trevor Morrow	Y

Academic Level:	FHEQ5	**Credit Value:**	24	**Total Delivered Hours:**	78
Total Learning Hours:	240	**Private Study:**	162		

Delivery Options
Course typically offered: Standard Year Long

Component	Contact Hours
Seminar	26
Workshop	52

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Presentation	AS1	Group presentation and report	50	
Essay	AS2	Essay	50	

Aims

The aim of this module is to explore the different approaches to managing people in an international arena. In terms of people management it can be argued that the world marketplace is shrinking. There are more global organisations and outsourcing of people to different countries and cultures. The intention of this module is to explore the management of people and gain an understanding of the varying worldwide policy and practice.

Learning Outcomes

After completing the module the student should be able to:

1   Identify differences in managing people, including the organisational and national cultural impact, in various national contexts
2   Understand the key human resource roles of diversity, employee relations, reward and managing expatriates
3   Evaluate the different HRD practices including talent management in the international arena

Learning Outcomes of Assessments

The assessment item list is assessed via the learning outcomes listed:

Presentation   1   2

Essay   3

Outline Syllabus

Approaches to comparative studies - perspectives and policies on managing people
Global & National Context - situational factors and stakeholders
Influences on organisational culture in the international arena
Recruitment and selection of expatriates and international managers
Different approaches to rewarding people
Managing international careers and teams
HRD: Country frameworks - the drive for competitive advantage
HRD needs in the emerging knowledge economy, design and delivery of HRD, evaluation
International talent management
National influences on employee participation and the role of trade unions
Managing diversity in international working
The ethical dimension
Challenges for HRM and HRD in a global arena

Learning Activities

Workshop and seminars to include pre-reading, tutor input and group work.

Notes

This module will draw on a broad selection of recent literature and international research in order to provide a critical approach to the study of HRM and HRD. The module will explore the challenges involved in developing people within an international arena.